

Department of the Interior
BUREAU: BUREAU OF LAND MANAGEMENT
*** Equal Opportunity Data Required to be Posted by the NO FEAR ACT**
P.L. 107-174

Reporting Period: FY 1999-2003
Point of Contact: Michelle Stroman
Date:

Formal Complaints	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
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# of complaints filed	61	82	61	56	41
# of individual filers	53	74	56	51	37
# of repeat filers	5	4	5	4	3

# of Complaints by Basis of Discrimination	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
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Race	26	44	20	25	14
Color	0	0	0	0	7
National Origin	7	15	18	15	10
Sex	44	65	36	30	26
Religion	1	6	1	0	7
Disability	14	43	14	8	7
Age	21	42	25	21	17
Reprisal	41	50	31	40	26
Non-EEO	0	0	0	0	1

# of Complaints by Issues of Alleged Discrimination	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
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Appointment/Hire	4	0	1	4	0
Assignment of Duties	10	22	21	9	16
Awards	9	7	1	1	2
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					
Demotion	1	0	0	0	0
Reprimand	5	6	1	1	1
Suspension	3	11	1	1	0
Removal	3	0	0	0	0
Other	0	0	0	0	0
Duty Hours	2	1	0	0	0
Evaluation/Appraisal	1	2	0	0	0
Examination/Test	0	0	0	0	0
Harassment					

a. Non-sexual	19	64	29	32	34
b. Sexual	0	3	1	2	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	3	5	0
Promotion/Non-Selection	52	79	50	31	42
Reassignment					
a. Denied	3	0	5	5	1
b. Directed	2	14	3	0	0
Reasonable Accommodation	0	5	1	0	0
Reinstatement	0	0	0	0	0
Retirement	4	0	0	0	0
Termination	0	11	3	3	5
Terms/Condition of Employment	6	8	8	0	2
Time & Attendance	5	12	6	0	1
Training	8	8	8	0	2
Other	16	8	3	0	0

* Based on best available data

Average Processing Time of Pending Complaints -	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
1. All complaints pending during fiscal year										
	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	57	148	72	173	99	156	92	136	67	163
Final Agency Action	25	103	17	341	35	491	28	930	51	750
2. Complaints in which a hearing is not requested										
Investigation	12	255	2	270	13	161	2	104	5	218
Final Agency Action	19	140	10	158	18	183	13	131	22	211
3. Complaints in which a hearing is requested										
Investigation	0	0	0	0	0	0	1	150	8	132
Final Agency Action	9	27	5	39	10	25	12	21	17	20
# OF COMPLAINTS DISMISSED	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
	#	APT	#	APT	#	APT	#	APT	#	APT
	3	113	3	191	10	424	2	667	9	586

NOTE:

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003
- APT calculated using total processing days

Number of Complaints Filed Prior to Fiscal Year	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Pending Complaints Filed Before Fiscal Year	93	82	126	112	99
Number of Individuals	81	0	109	96	82
Number in Investigations	1	18	52	39	48
Number in FAD	21	7	0	6	10
Complaints Pending in Current Fiscal Year					
Number of Investigations over 180 days	12	11	24	26	7

FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

		with a hearing FY 1999		without hearing FY 1999		with a hearing FY 2000		without hearing FY 2000		with a hearing FY 2001		without hearing FY 2001		with a hearing FY 2002		without hearing FY 2002		with a hearing FY 2003		without hearing FY 2003			
		TOTAL		0		0		0		0		1		0		1		0		0		0	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
BASES	Race																						
	Color																						
	National Origin																						
	Sex									1													
	Religion																						
	Disability																						
	Age																						
	Reprisal									1													
	Non-EEO																						
	Appointment/Hire																						
ISSUES	Assignments of Duties																						
	Awards																						
	Conversion to Full Time																						
	Disciplinary Action																						
	Demotion																						
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Examination/Test																				
Harassment																				
a. Non-sexual									1				1							
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